



Application instructions

The Southern Education Foundation's **Racial Equity Leadership Network** (RELN) is an 18-Month fellowship for executive-level school district leaders committed to addressing historical disparities in their systems and working toward educational equity for every student.

Interested candidates should review the details below with their intended in-district design team before submitting via the online application by May 15, 2023.

Statement of Confidentiality

All information and data provided in response to this application by the candidate and/or district will remain private and will not be shared with others without the written consent of an authorized party. Applicant information and data will only be used by the Applicant Review Team to determine candidates' interests, needs, and conditions for successful participation and contribution in the *Racial Equity Leadership Network*.

Statement of Non-Discrimination

It is the policy of the *Racial Equity Leadership Network* to ensure equal opportunity without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by law. None of the aforementioned factors will significantly disqualify or qualify you to be an ideal candidate for this program.

Application outline

- A. Candidate information (Please include resume or CV)
- B. District description & data
- C. District goals, priorities, & equity orientation
- D. Identification of district's racial equity leadership design team
- E. Optional: additional attachments (*up to five total*)



Application instructions

A. Candidate information

1. Full name
2. Title/role and tenure in the district
3. Candidate's demographic information: gender, ethnicity/race, date of birth
4. What attracts you to this fellowship?
5. In your opinion, what does it mean to "lead for racial equity"? Which skills, capacities, and disposition should a leader have?
6. What has been your experience addressing racial equity issues and/or reducing disparities in your district? What lessons or insights did you gain?
7. What personal and professional contributions would you bring to this fellowship cohort?
8. What questions or concerns are you grappling with to address inequity in your system?
9. Do you have support/approval to participate in all five in-person network convenings?
10. Please indicate specifically how you learned about the *Racial Equity Leadership Network*.

B. Candidate's District

1. Name of school system
2. Office address
3. Vision and mission
4. Organizational structure (*organizational chart*)
5. School board members (*list by name*)
6. Size (*number of schools & total number of students*)
7. Student demographics (*% of students by race/ethnicity, % of students on free/reduced lunch*)
8. Teacher demographics (*% of teachers by race/ethnicity*)
9. Annual budget
10. Type (urban, suburban, rural, or other?)
11. Student achievement data, especially regarding any racial inequity or disproportionalities
12. List any partner organizations currently supporting the district's strategic priorities and the type of support they provide (*i.e. financial, programmatic*).

**Supporting district data should be submitted a clearly labeled and organized document or spreadsheet highlighting only the most pertinent information.*



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C. District Goals, Priorities, & Equity Orientation

1. What are the high-level strategic priorities/goals of your district?
2. To accomplish these strategic priorities, identify one or two areas that your district must address to make progress?
3. How would you describe the key racial equity challenges in your district?
4. What do you think your system needs to learn and do to make progress or solve the aforementioned equity challenges?
5. To what extent or how explicitly does your district include race and/or equity in its framework and internal or external communications?
6. Describe the specific data/measures you use to understand your own organizational impact? How often does this data collection or measurement occur? How is this data used to learn and improve?
7. Describe your efforts engaging families and communities in advancing equitable outcomes and/or improving students' experiences in your district. Where have you had success? Where (or with whom) has community and family engagement been a challenge? What would you like to learn or improve in this area?
8. To what extent does your district include disparities in students' health as a key part of your racial equity strategy? How does your district support students' physical, social, and emotional health? Please provide examples.

D. In-district design team

Fellows are asked to enroll a team of three-to-five district colleagues to apply a liberatory approach to address an identified equity challenge. Members of this in-district workgroup will be responsible for identifying an equity issue in your district within your sphere of influence. Design teams share the fellow's responsibilities and commitment to addressing the identified district equity challenge.

Member selections will be examined and reviewed during the initial stages of the fellowship.

1. Please list the names and roles of your intended in-district design team (three-to-five members).
We strongly recommend including at least one cabinet-level member (i.e., chief academic officer, deputy superintendent) to promote support and consistency. Consider including at least one rising star or teacher mentor with direct experience or influence in the classroom.
2. Describe your rationale for the composition of your team. Include how you will ensure that your design team is fully engaged in the network, as well as how you will ensure that the learning of your design team will strongly influence the work of your broader organization.



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E. Additional Documents

To complete your application, please send the following by email to racialequity@southerneducation.org

1. Resume/CV
2. Professional headshot
3. Biography
4. District organizational chart
5. Student demographics by race/ethnicity and free-and-reduced lunch
6. Teacher demographics data by race/ethnicity
7. Data demonstrating racial and/or socioeconomic disparities in student outcome Any additional documents that may be useful in reviewing your application (Optional)